



Results of Staff and Faculty Chiefs Meeting 24-26 Apr 07

**Mike Faughnan
Training Development and Staff
Management VTC
7 May 07**



TRADOC Regulation 350-70

Concerns/Issues/Recommendations:

- **Improve copyright guidance**
- **Improve foreign disclosure guidance**
- **Streamline admin data in lesson plan**
- **Incorporate description of API/GEL**
- **We need to redefine SME. For GEL/API purposes, an SME is someone who successfully performed the task recently in the field.**
- **Involve the Staff and Faculty Chiefs in development of the regulation**



Army Basic Instructor Course

Concerns/Issues/Recommendations

- **Should we allow testing out? If so, what format/requirements? (Mr. Faughnan will re-look the policy on “testing out”)**
- **Should there be a required refresher if instructor has been out of the classroom for X years—given the significant changes in the last 5 years?**
- **Mr. Faughnan will send out the final ABIC for review—approximately 1 JUN. S&Fs will then ID issues and the impacts of these issues with the course.**
- **Will the course be mandatory and taught as written or is it a minimum standard whereby local S&Fs must meet the objectives modifying the materials to best meet local needs? (Mr. Faughnan indicated that guidance will be to either implement ABIC “as is” or not at all.)**
- **The S&F Chiefs are concerned about the course—that it does not meet the field requirements and does not allow for the necessary adaptation of the courseware to fit the local school needs and environment.**
- **What about Sister Service training?**



Instructor of the Year

Concerns/Issues/Recommendations

- **Too much time between submission of nominees and notification of winners.**
- **Evaluation criteria/evaluation form needs to be reviewed:**
 - **Check the point system (review and revise)**
 - **Eliminate publishing/writing requirement**
 - **Eliminate points for visitor folder**
 - **Have instructors evaluate instead of Colonels**
 - **Hold a VTC to review the evaluation form**
- **What the winners receive in recognition is inadequate:**



Guided Experiential Learning (GEL)

Concerns/Issues/Recommendations:

- **Is GEL being viewed as the method for developing all courseware? Is this assumption correct as the Staff and Faculty Chiefs have problems with this assumption and it should not be made the only design model used in TRADOC.**
- **All S&F personnel should be trained on GEL.**



Staff and Faculty Preparation to meet the various challenges?

Concerns/Issues/Recommendations:

- **Need to have current and required training. Training for S&F personnel is lacking and needs to be funded with the same priority as given to CP32 interns.**
- **Ensure that the Chief, S&F knows what is occurring in CP32 and TRADOC—currently a problem area.**
- **Establish TRADOC on-going dialogue and communication system with the Chief, S&F—use Blackboard and other means to keep the S&F informed and involved in decisions.**



New CP 32 Programs

- **CP32 program with East Carolina University.**
 - **Concern is that the priority is for CP32 interns. Staff and Faculty personnel should also be a priority for this educational opportunity as S&F is the change agent in schools for TRADOC.**
- **12 “Fellows” positions**
 - **Concern is that focus is on Headquarters TRADOC experience. Need to ensure**
 - **That participants also spend time in the field.**



CP32 Certification/training

Concerns/Issues/Recommendations

- **TRADOC states that 1750s do training development—not 1712s. Given that statement, what is the impact when we know that the majority of training developers in the field are 1712s?**
- **Where is the training program/certification for the 1712s doing training development work?**
- **Could TRADOC coordinate the training efforts done through VTC and develop them into mini-courses with one or two sessions coordinated with student requirements and CEUs being awarded?**
- **Why are we providing the CP32 interns years of training when they are only a small segment of our population and our larger population needs training?**



Communications HQ TRADOC and Field

Concerns/Issues/Recommendations

- **Recommendation: Once per year CP32 rep gets with all CP32 employees to discuss what's going on**
- **Recommendation: Hold annual Chief, Staff and Faculty Workshop to discuss relevant issues:**
 - **Include training in the annual workshop.**
- **Attach continuing education units (C.E.U.s) to VTCs to encourage --attendance. Apply CEU.s into certification. Tape the VTCs and distribute via Blackboard so that all can attend.**
- **Place professional development requirements and technology requirements in standards.**
- **TRADOC encourage each S&F to develop policies requiring CEUs**



Discussion about GEL and API

Concerns/Issues/Recommendations

- **What should we be planning in our classes? Are objectives going away?**
- **CTA focuses on problems? Are we going to use CTA even though it doesn't work in every case?**
- **How does GEL work with softer skills like leadership?**
- **The challenge will be to I.D. when to use GEL and when not to use GEL. Will someone teach us how to do this or will there be some entity that decides if and when we should use GEL or another method?**
- **Maybe we'll need to develop a training development track that teaches other skills besides GEL.**
- **Include GEL, API and CTA in the Senior Tng Mgr's Course. We can't just choose one methodology to solve every problem. The S&F problem is getting the funding to do the right thing.**



- **Thanks to Staff and Faculty FT Bragg for hosting the meeting and providing the minutes from which these slides were drawn.**
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